

Local Government Residency Requirements

May 26th, 2015

City of Hopewell

- ▶ The City of Hopewell does currently have residency requirements for Department Directors and above.

City of Hopewell

- ▶ Ordinance 2013-06 of The City of Hopewell Municipal Code, Chapter 2 Administration; Article I, Section 2-4 reads:
- ▶ (a) The following city officers appointed by the city council must become residents of the city no later than six (6) months after appointment:
 - ▶ (1) City Manager
 - ▶ (2) City Attorney
 - ▶ (3) City Clerk

City of Hopewell

- ▶ (b) The assistant city manager and department heads residing within 30 miles of the city limits of the City of Hopewell at the time of initial employment are exempted from the residency requirement. If the assistant city manager or a department head relocates his or her primary residence while employed by the City of Hopewell, such assistant city manager or department head shall be subject to the residency requirement.


The Evolving Economic Development (Growing a Locality) Model

In the simplest terms, the new model has four steps:

- ▶ Create a great place
- ▶ People will come
- ▶ Jobs follow
- ▶ Community thrives

Create a Great Place

Placemaking is the Key

The background of the slide features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the slide, creating a modern, layered effect.

“Fundamentally,
placemaking is all
about creating the types of
places that people are
drawn to work, play and
live.”

Michigan State University Land Policy Institute
Report,
Building Prosperous Places in Michigan

Hiring the Best and the Brightest

- ▶ Not long ago, economic success was precipitated by focusing on attracting employers to a community, which in turn attracted people.
- ▶ However, emerging evidence suggests the model is evolving to one that instead starts by attracting people, the workforce, which then brings in employers and growth.

“There is a very strong track record of places that attract talent becoming places of long-term success. The most successful economic development policy is to attract and retain smart people and then get out of their way.”

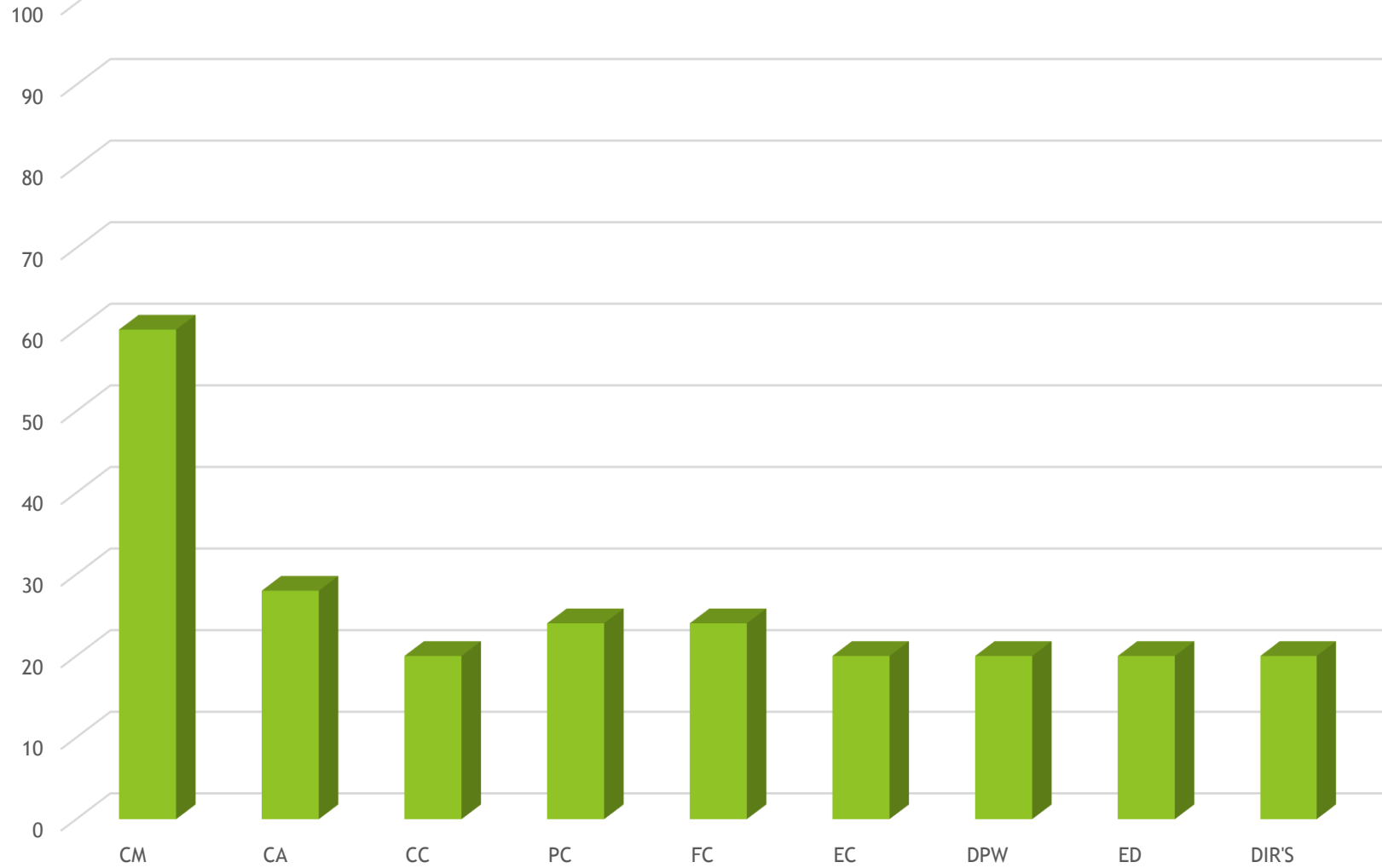
Edward Glaeser

Harvard University economist and author of *Triumph of the City*

Localities Are Figuring This Out

Virginia Residency Requirements By Locality										
Locality	Code Charter	CM	CA	CC	PC	FC	EC	DPU	ED	DIR
Colonial Height's	YES	X	X		X	X				
Emporia	YES	X	X				X	X		
Covington	NO									
Hopewell	YES	X	X	X						X (1)
Petersburg	NO									
Chesterfield	No	X								
Dinwiddie	NO	X								
Greensville	NO									
Prince George	NO									
Surry	NO									
Sussex	NO	X								
Henrico	NO	X								
Augusta	YES	X				X			X	
Amherst	YES	X	X	X	X	X	X	X	X	X (2)
Lynchburg	YES (3)									
Stafford	NO									
Rocky Mount	NO									
Lancaster	NO									
Galax	NO	X								
Poquoson	YES	X	X	X	X	X	X	X	X	X
Buckingham	NO	X								
Campbell	NO									
Newport News	YES	X	X	X	X	X	X	X	X	X
Gloucester	YES (4)	X	X	X	X	X	X	X	X	X
Windsor	YES	X			X					

Residency Requirements Percentage By Position



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People Will Come

They Want Livability

Millennials

Desire to live in urban, rather than suburban environments

An analysis published by City Observatory finds that young, highly educated Americans are increasingly moving to the close-in neighborhoods of the nation's large metropolitan areas.

Survey data highlighted in a Wall Street Journal article shows that 88% of Millennials want to be in an urban setting.

Millennials do not rely on a car as their sole means of transportation.

A study conducted by the American Public Transportation Association found that communities that attract Millennials have a multitude of transportation choices. Millennial research published by Michigan Future showed that 82% of respondents would prefer to commute to work by foot, bike, or public transportation.

Boomers

Boomers want to age in place

According to a Governing article, demographers estimate that 90% of Boomers will age in place.

Despite their age difference, Boomers and Millennials share some commonalities in what they want in a community. Chief among these common interests is the desire for more and better non-car transportation options.

The Evolving Economic Development (Growing a Locality) Model

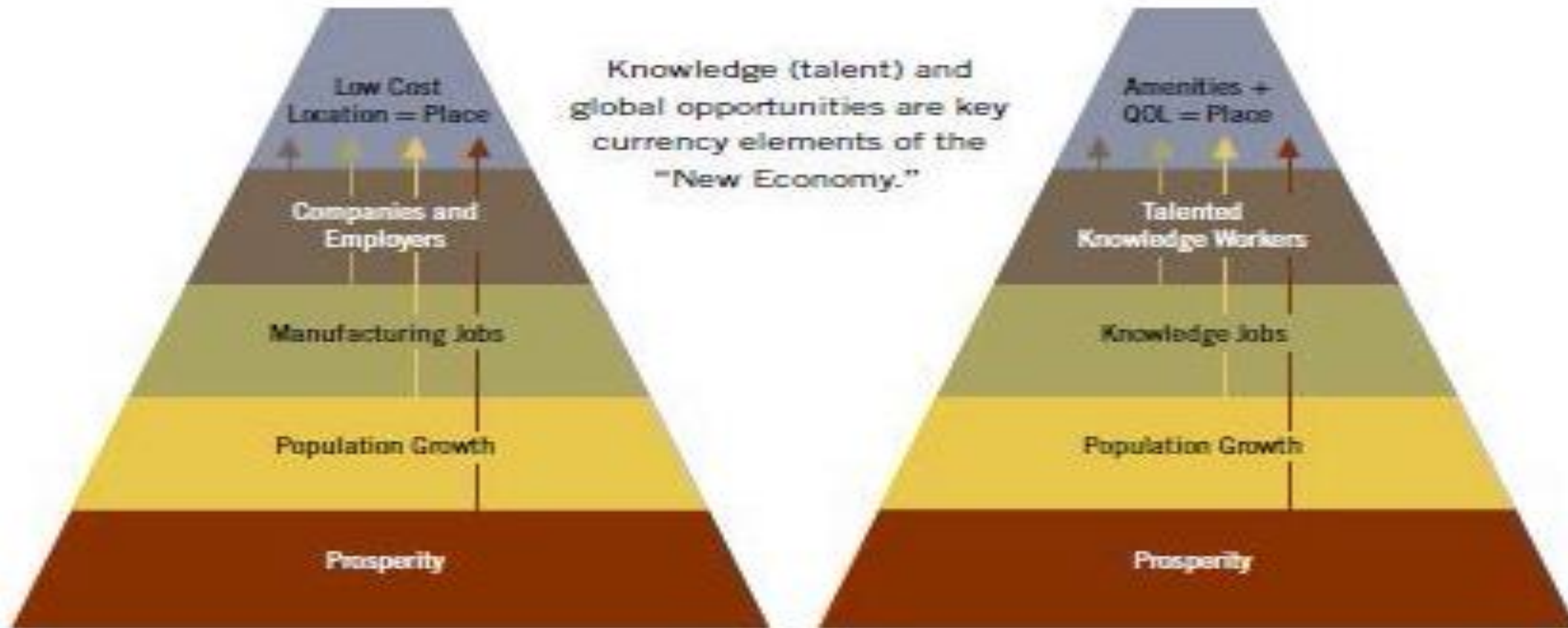
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Jobs Follow

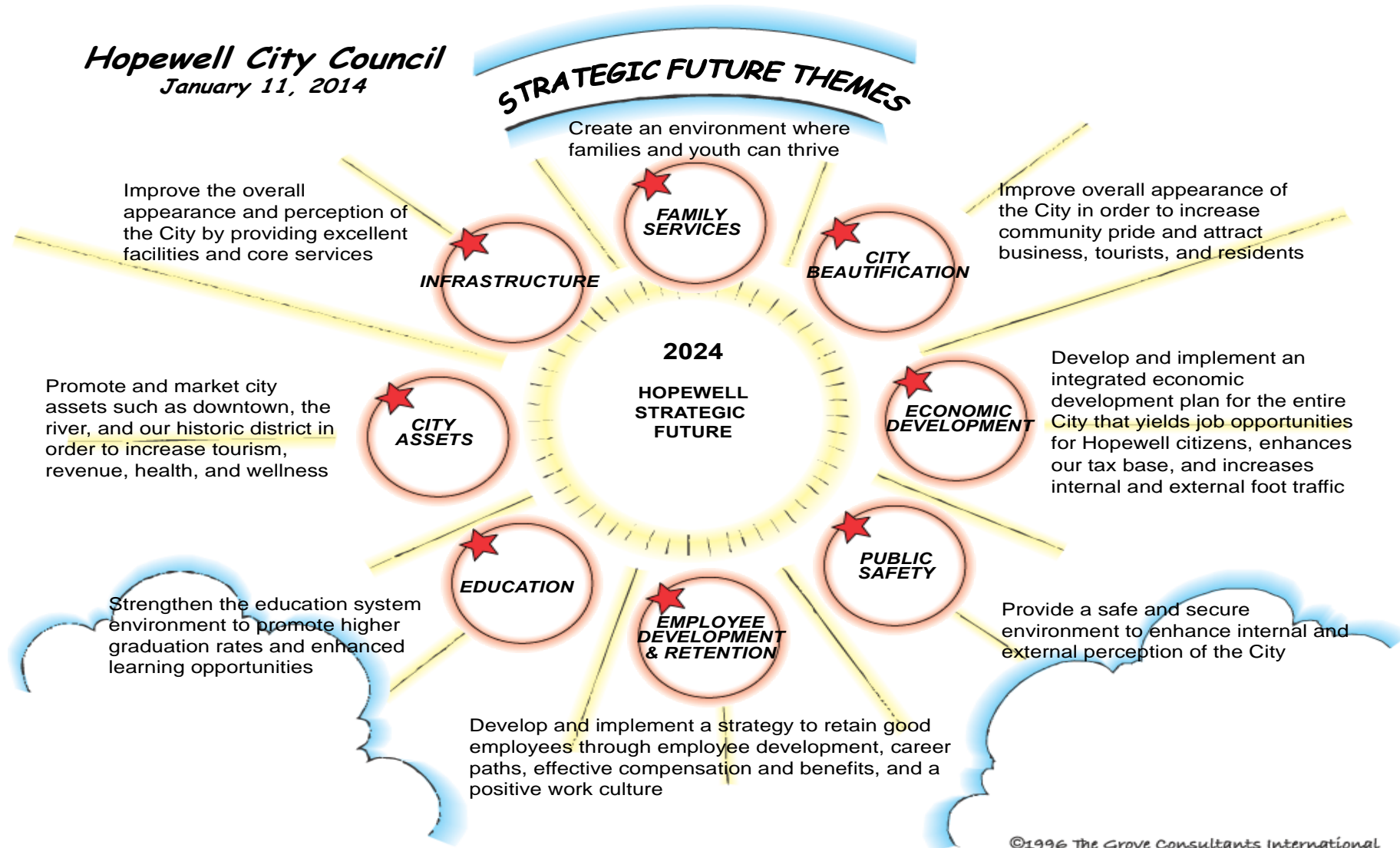
Employment opportunities will arise where the people are

Place and Placemaking in the New Economy



- Old industrial complexes are people magnets
- Strategies focused on attracting industry
- Strategies focused on cheap land, willing workers, raw materials, low taxes, etc.
- Local orientation

- Great places are talent magnets
- Talented create jobs
- Strategies focused on attracting talented people
- Strategies focused on attractive tolerant places with great social, natural, entrepreneurial, creative and intellectual capital
- Global orientation



Seeking Talent and Innovation

- ▶ For many companies, shunning isolated corporate campuses and moving to dense urban spaces is a great way to attract talented workers and innovative ideas.
- ▶ According to a Brookings article, urban environments put companies close to talent as well as other inventive companies, allowing them to share ideas. A Crain's Chicago Business article summed up the situation well when explaining the migration of companies from the suburbs into the city, "companies seeking to tap a broader talent pool and get into the flow of innovation are looking back to the urban core."

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Community Thrives

economic success is a key outcome

Planning for Tomorrow

- ▶ Economic development has always been about creating an attractive “place.” What’s different today and for the foreseeable future is that instead of focusing on making your region or locality appealing to companies and industry, now you should focus on appealing to people.
- ▶ In the future there will be a battle for workers, and communities having more than their fair share of talented workers - at any age - are destined to be successful. This will happen in those communities that create a better “place” for people to live, play and work.
- ▶ A key factor in what makes one place more desirable than another is the transportation infrastructure and the ease of getting around.
- ▶ Hiring the Brightest and the Best available talent as City Employees will pave the way to a better Hopewell and a desire by City Employees as well as others to make Hopewell their home.

Hiring The Best and the Brightest

- ▶ “It has been my experience that several localities have dropped residency requirements from all staff other than the Chief Administrator. The majority position is to not restrict the quality of the people working for your organization by putting up unrealistic barriers.”
- ▶ “Henrico County, for example, dropped their residency requirements for just that reason years ago, and they make a very good case as to why eliminating it was a good idea.”
- ▶ “I simply believe that residency requirements make certain “political points” with the electorate and has a certain “common sensibility”, but in reality, are a negative in the hiring process if the locality really wants to be able to hire the best and the brightest available.”

Tedd E. Povar, Associate Director, Virginia Institute of Government

Wednesday May 13th, 2015 in an email to Mr. Herbert Bragg

QUESTIONS?